



1150 North First Street, Suite 101  
San Jose, CA 95112

April 21, 2011

**VIA EMAIL AND HAND DELIVERY**

Gina Donnelly, Deputy Director  
CITY OF SAN JOSE  
Office of Employee Relations  
200 East Santa Clara Street  
San Jose, CA 95113

**RE: Mediation**

Gina,

We are in receipt of your April 19 email and your letter regarding mediation. We acknowledge that the City has declared impasse on our negotiations. We are of the mind that given a productive discussion at the negotiating table on April 18 and the significant movement made by our team with a partial verbal proposal following a 30-minute caucus that we are not at impasse and because we are working on a counter proposal we are not in need of mediation.

A number of our team is not at work this week and MEF President Yolanda Cruz is in a week-long work meeting all next week. In an effort to be fully prepared we propose to reschedule negotiations until Monday May 2. Prior to that meeting we ask that the City please provide an electronic counter proposal to our package proposal B. In turn we will provide the City an electronic version of our counter proposal package C.

In following these steps, this will allow us to meet on May 2 with the full comprehension as to the reality; how close we are to an agreement and addressing the City Manager's November 10, 2010 Memo. Should this meeting not result in a tentative agreement, then we will agree to mediation.

We look forward to continuing negotiations and moving toward an agreement.

Sincerely,

Charles E. Allen  
MEF/CEO, Local 101, District Council 57 Business Agent

C: Yolanda Cruz, President MEF  
LaVerne Washington, President CEO